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ABSTRACT

Average salary increases for 2,581 faculty in the field of physics are reported for 1982-1983 and 1985-1986, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 108,074 faculty at 174 public colleges and 193 private colleges, representing 41 academic disciplines. In 1982, 125 public colleges and 115 private colleges reported on physics faculty salaries, while 139 public and 122 private colleges reported in 1985. Between 1982 and 1985, average salaries of faculty in this field increased 19.1% at public colleges and 19.3% at private colleges. The average salary for physics faculty was above the average faculty salary in the other 40 disciplines (8% above for public colleges and 15% above for private colleges). Included is information on: the number of faculty by academic rank, including new assistant professors; salaries by academic rank; the ratio of average salaries to total average salaries of all public and private colleges in both years studied; comparisons between the 2 years and with the Consumer Price Index of changes in cost-of-living; and comparisons with 40 other disciplines. The disciplines and participating institutions are listed. (SW)

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SALARY-TREND STUDY OF FACULTY IN PHYSICS
FOR THE YEARS

1982-83 AND 1985-86

Richard D. Howe and Julia Beth Carlton

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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1985-86. Each year two separate studies are conducted, one for public senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic disciplines including physics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1981. The definition of the discipline/major field of physics in the CIP is as follows:

A group of instructional programs that describe the physical properties and interactions of matter and energy, including equilibrium, power, wave phenomena, mechanics, heat, electricity, magnetism, sound, light, special relativity, and the particular nature of matter.

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1982-83 to and including the "trend year" of 1985-86 for both public and private institutions. Of the 227 institutions which participated in CUPA's PUBLIC (AASCU)

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study of 1982-83, 174 also participated in 1985-86. Data from those same 174 institutions were used in both the baseline year and the trend year. Of the 299 institutions which participated in CUPA'S PRIVATE study of 1982-83, 193 also participated in 1985-86. Data from those same 193 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in physics for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1982-83 and 1985-86) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy and the CPI yields a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professor of physics in the 1982-83 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1982-83, PUBLIC 1985-86, PRIVATE 1982-83 and PRIVATE 1985-86. For example, a SALARY FACTOR of 1.00 for assistant professors in the discipline/major field of physics in the 1982-83 public study means that their salaries are the same as the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1982-83 or 1985-86). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 41 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1982-83 and the "trend year" of 1985-86 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|--------------------------|-------|---------|--------------|---------|-------|--------------|-------|-------|---------------------|-------|-------|------------|-----|------|-----------|-----|------|
| SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| <u>PUBLIC, 1982-83:</u> | | | | | | | | | | | | | | | | | |
| PHYSICS | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | |
| SALARY: | 33269 | 366 100 | 26663 | 254 103 | 21614 | 117 66 | 21206 | 20 19 | 17400 | 26 16 | 28773 | 763 125 | | | | | |
| FAC MIX | | | | | | | | | | | | | | | | | |
| PCT: | 0.48 | | 0.33 | | 0.15 | | 0.03 | | 0.03 | | 1.00 | | | | | | |
| SALARY | | | | | | | | | | | | | | | | | |
| FACTOR: | 1.03 | | 1.02 | | 1.00 | | 1.00 | | 0.98 | | 1.09 | | | | | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | |
| SALARY: | 32388 | 11542 | 26256 | 11188 | 21826 | 9574 | 21240 | 1268 | 17727 | 2833 | 26376 | 35137 174 | | | | | |
| FAC MIX | | | | | | | | | | | | | | | | | |
| PCT: | 0.33 | | 0.32 | | 0.27 | | 0.04 | | 0.08 | | 1.00 | | | | | | |
| <u>PUBLIC, 1985-86:</u> | | | | | | | | | | | | | | | | | |
| PHYSICS | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | |
| SALARY: | 39254 | 447 116 | 31472 | 259 107 | 25947 | 144 77 | 24541 | 26 20 | 20776 | 22 17 | 34278 | 872 139 | | | | | |
| FAC MIX | | | | | | | | | | | | | | | | | |
| PCT: | 0.51 | | 0.30 | | 0.17 | | 0.03 | | 0.03 | | 1.00 | | | | | | |
| SALARY | | | | | | | | | | | | | | | | | |
| FACTOR: | 1.02 | | 1.01 | | 1.00 | | 0.97 | | 1.00 | | 1.08 | | | | | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | |
| SALARY: | 38313 | 14197 | 31105 | 12327 | 26030 | 10424 | 25238 | 1541 | 20871 | 2867 | 31610 | 39815 174 | | | | | |
| FAC MIX | | | | | | | | | | | | | | | | | |
| PCT: | 0.36 | | 0.31 | | 0.26 | | 0.04 | | 0.07 | | 1.00 | | | | | | |
| <hr/> | | | | | | | | | | | | | | | | | |
| <u>PRIVATE, 1982-83:</u> | | | | | | | | | | | | | | | | | |
| PHYSICS | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | |
| SALARY: | 34970 | 209 73 | 26066 | 112 64 | 21185 | 105 66 | 20448 | 17 15 | 16244 | 11 9 | 28904 | 437 115 | | | | | |
| FAC MIX | | | | | | | | | | | | | | | | | |
| PCT: | 0.48 | | 0.26 | | 0.24 | | 0.04 | | 0.03 | | 1.00 | | | | | | |
| SALARY | | | | | | | | | | | | | | | | | |
| FACTOR: | 1.07 | | 1.03 | | 1.03 | | 1.00 | | 0.98 | | 1.15 | | | | | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | |
| SALARY: | 32762 | 4505 | 25294 | 4894 | 20633 | 5201 | 20374 | 739 | 16552 | 1223 | 25213 | 15823 193 | | | | | |
| FAC MIX | | | | | | | | | | | | | | | | | |
| PCT: | 0.28 | | 0.31 | | 0.33 | | 0.05 | | 0.08 | | 1.00 | | | | | | |
| <u>PRIVATE, 1985-86:</u> | | | | | | | | | | | | | | | | | |
| PHYSICS | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | |
| SALARY: | 41216 | 252 81 | 30767 | 132 70 | 25179 | 117 67 | 24571 | 21 20 | 19011 | 8 8 | 34471 | 509 122 | | | | | |
| FAC MIX | | | | | | | | | | | | | | | | | |
| PCT: | 0.50 | | 0.26 | | 0.23 | | 0.04 | | 0.02 | | 1.00 | | | | | | |
| SALARY | | | | | | | | | | | | | | | | | |
| FACTOR: | 1.07 | | 1.04 | | 1.04 | | 1.03 | | 0.99 | | 1.15 | | | | | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | |
| AVERAGE | | | | | | | | | | | | | | | | | |
| SALARY: | 38629 | 5175 | 29556 | 5423 | 24241 | 5444 | 23887 | 843 | 19277 | 1257 | 29850 | 17299 193 | | | | | |
| FAC MIX | | | | | | | | | | | | | | | | | |
| PCT: | 0.30 | | 0.31 | | 0.31 | | 0.05 | | 0.07 | | 1.00 | | | | | | |

RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1982-83 AND 1985-86

In the PUBLIC 1982-83 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 125 of the 174 public (AASCU) institutions. The average salary of the 763 faculty was \$28,773. This average salary was approximately 9 percent (1.09) higher than the average salary of \$26,376 for all 35,137 faculty in ALL MAJOR FIELDS in the 1982-83 public study.

In the PUBLIC 1985-86 salary study in the above table, the discipline/major field of physics was reported in 139 of the same 174 public (AASCU) institutions. The average salary of the 872 faculty was \$34,278. This average salary was approximately 8 percent (1.08) higher than the average salary of \$31,610 for all 39,815 faculty in ALL MAJOR FIELDS in the 1985-86 public study. The increase in average salaries for all faculty in physics after three years in the public institutions studied was 19.1 percent (\$34,278 minus \$28,773 equals \$5,505). The CPI of increased cost-of-living between October 1982 and October 1985 was 10.7 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.4 percent or slightly less than an average of 3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 19.8 percent (\$31,610 minus \$26,376 equals \$5,234). In comparison to the discipline/major field of physics (19.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.7 percent (19.8% minus 19.1% equals 0.7%) more than faculty in the discipline/major field of physics.

Since the discipline/major field of physics is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the public studies; 0.48

vs. 0.15 (1982-83) respectively; and 0.51 vs. 0.17 (1985-86) respectively. This is further substantiated by the differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies: 0.33 vs. 0.27 (1982-83) and 0.36 vs. 0.26 (1985-86) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than physics in both public studies.

Finally, it is substantiated by the low hiring rate of new assistant professors in physics in the public studies: 2.6 percent (20/763) in 1982-83 vs. 3.6 percent (1,268/35,137) in ALL MAJOR FIELDS in 1982-83. Also, the hiring rate of new assistant professors in physics in 1985-86 was 3.0 percent (26/872) vs. 3.9 percent (1,541/39,815) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of physics is less than for ALL MAJOR FIELDS in both the public studies of 1982-83 and 1985-86.

RESULTS OF THE TWO PRIVATE STUDIES, 1982-83 AND 1985-86

In the PRIVATE 1982-83 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 115 of the 193 private institutions. The average salary of the 437 faculty was \$28,904. This average salary was approximately 15 percent (1.15) higher than the average salary of \$25,213 for all 15,823 faculty in ALL MAJOR FIELDS in the 1982-83 private study.

In the PRIVATE 1985-86 salary study in the above table, the discipline/major field of physics was reported in 122 of the same 193 private institutions. The average salary of the 509 faculty was \$34,471. This average salary was approximately 15 percent (1.15) higher than the average salary of \$29,850 for all 17,299 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 19.3 percent (\$34,471 minus \$28,904 equals \$5,567). The CPI of increased cost-of-living between October 1982 and October 1985 was 10.7 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.6 percent or 2.9 percent each year above the cost-of-living.

The ~~increase~~ increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 18.4 percent (\$29,850 minus \$25,213 equals \$4,637). In comparison to the discipline/major field of physics (19.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.9 percent (19.3% minus 18.4% equals 0.9%) less than faculty in the discipline/major field of physics.

Since the discipline/major field of physics is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than the assistant professor rank in the private studies: 0.48 vs. 0.24 (1982-83) respectively; and 0.50 vs. 0.23 (1985-86) respectively. This is different than the rank of professor and assistant professor in ALL MAJOR FIELDS for both private studies: 0.28 vs. 0.33 (1982-83) respectively; and 0.30 vs. 0.31 (1985-86) respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physics in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1982-83, 3.9 percent (17/437) vs. 4.7 percent (739/15,823) respectively; and in 1985-86, 4.1 percent (21/509) vs. 4.9 percent (843/17,299), respectively. In other words the hiring rate in the discipline/major field of physics is less than for ALL MAJOR FIELDS in both the private studies of 1982-83 and 1985-86.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physics and compared that information with 40 other academic disciplines/major fields over a period of three years: the "baseline year" of 1982-83 and the "trend year" of 1985-86. Two studies, one for public (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,581 faculty in the discipline/major field of physics participated and were included in the overall total of 108,074 faculty in all 41 disciplines/major fields in all four studies. The same 174 public (AASCU) institutions and the same 193 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of physics is currently (1985-86) some 8 percent in the public study and 15 percent in the private study above the overall average faculty salary of the other 40 disciplines/major fields. The average faculty salary in the public institutions lagged behind that of the private institutions for both the baseline year (1982-83) and the trend year (1985-86). The percentage of full professors was very similar in both the private and public studies for both years.

Second, the CPI of October 1985, in comparison to the CPI of October 1982, indicates that the faculty in physics, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Physics average faculty salaries in the public institutions lagged behind faculty in ALL MAJOR FIELDS during this same period by less than 1 percent, whereas the physics average faculty salaries in the private colleges

and universities increased by approximately 1 percent in comparison to faculty in ALL MAJOR FIELDS. Physics faculty in public institutions still have some catching up to do with their colleagues in the discipline/major field of physics in private institutions.

Third, because the discipline/major field of physics is one of the older disciplines, there is a marked difference in the percentage of faculty who hold the rank of full professor and those of assistant professors both in the public and in the private institutions. The full professor rank is "top heavy" in both the public and private institutions. Both physics faculty and faculty in ALL MAJOR FIELDS in public institutions are being promoted faster than their colleagues in the private institutions, and it seems a smaller percentage of new assistant professors are being hired in the public institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in physics, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. J. Beth Carlton is a Research Associate in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

- 1) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- 2) LIST OF PUBLIC Participating Institutions, page 11
- 3) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A.

OVERALL LIST OF SELECTED DISCIPLINES

| | |
|--|---|
| AGRIBUSINESS AND AGRICULTURAL PRODUCTION | LETTERS |
| ACCOUNTING | LIBRARY AND ARCHIVAL SCIENCES |
| ANTHROPOLOGY | LIFE SCIENCES |
| AREA AND ETHNIC STUDIES | MATHEMATICS |
| AUDIOLOGY AND SPEECH PATHOLOGY | MUSIC |
| BUSINESS & MANAGEMENT | MULTI-INTERDISCIPLINARY |
| BUSINESS ADMINISTRATION AND MANAGEMENT | NURSING |
| BUSINESS ECONOMICS | PHYSICAL SCIENCES |
| CHEMISTRY | PHYSICS |
| COMMUNICATION TECHNOLOGIES | POLITICAL SCIENCE |
| COMMUNICATIONS | PSYCHOLOGY |
| COMPUTER & INFORMATION SCIENCES | READING EDUCATION |
| CURRICULUM AND INSTRUCTION | SECRETARIAL AND RELATED PROGRAMS |
| DRAMATIC ARTS | SOCIAL SCIENCES |
| EDUCATION | SOCIOLOGY STUDIES |
| EDUCATION ADMINISTRATION | SPECIAL EDUCATION |
| ENGINEERING | STUDENT COUNSELING AND PERSONNEL SERVICES |
| FINE ARTS | |
| FOREIGN LANGUAGES | VISUAL AND PERFORMING ARTS |
| GEOGRAPHY | |
| GEOLOGICAL SCIENCES | <u>TOTAL: 41</u> |
| HISTORY | |
| HOME ECONOMICS | |

APPENDIX B.

CUPA Public (AASCU) Faculty Salary Studies: 1982-83 and 1985-86

Participating Institutions

| | |
|---|--|
| Alabama State University (AL) | Glenville State College (WV) |
| Appalachian State University (NC) | Grand Valley State College (MI) |
| Arkansas State University (AR) | Harris-Stowe State College (MO) |
| Arkansas Tech University (AR) | Idaho State University (ID) |
| Augusta College (GA) | Illinois State University (IL) |
| Black Hills State College (SD) | Indiana State University (IN) |
| Boise State University (ID) | Jackson State University (MS) |
| California State University, Dominguez Hills (CA) | Kennesaw College (GA) |
| California State University, Hayward (CA) | Kent State University (OH) |
| California State University, Long Beach (CA) | Kutztown University (PA) |
| California State University, San Bernadino (CA) | Lake Superior State College (MI) |
| California State University, Stanislaus (CA) | Lamar University--Beaumont (TX) |
| California University of Pennsylvania (PA) | Lander College (SC) |
| Castleton State College (VT) | Laredo State University (TX) |
| Central Connecticut State University (CT) | Lewis-Clark State College (ID) |
| Central Michigan University (MI) | Longwood College (VA) |
| Central Missouri State University (MO) | Louisiana State University in Shreveport (LA) |
| Central State University (OK) | Marshall University (WV) |
| Central Washington University (WA) | Mary Washington College (VA) |
| Chicago State University (IL) | Massachusetts Maritime Academy (MA) |
| Christopher Newport College (VA) | Mayville State College (ND) |
| Clarion University of Pennsylvania (PA) | McNeese State University (IA) |
| College of William and Mary (VA) | Memphis State University (TN) |
| Columbus College (GA) | Mesa College (CO) |
| Concord College (WV) | Metropolitan State College (CO) |
| Dakota State College (SD) | Middle Tennessee State University (TN) |
| Delta State University (MS) | Midwestern State University (TX) |
| East Stroudsburg University (PA) | Millersville University (PA) |
| East Texas State University (TX) | Morehead State University (KY) |
| East Texas State University at Texarkana (TX) | Murray State University (KY) |
| Eastern Connecticut State University (CT) | North Adams State College (MA) |
| Eastern Illinois University (IL) | North Carolina Agricultural & Technical State University (NC) |
| Eastern Kentucky University (KY) | North Carolina Central University (NC) |
| Eastern New Mexico University (NM) | Northeast Missouri State University (MO) |
| Eastern Oregon State College (OR) | Northeastern Illinois University (IL) |
| Eastern Washington University (WA) | Northern Arizona University (AZ) |
| Edinboro University of Pennsylvania (PA) | Northern Illinois University (IL) |
| Fairmont State College (WV) | Northern Kentucky University (KY) |
| Fitchburg State College (MA) | Northern Michigan University (MI) |
| Florida International University (FL) | Northern State College (SD) |
| Fort Hays State University (KS) | Oakland University (MI) |
| Francis Marion College (SC) | Old Dominion University (VA) |
| Frostburg State College (MD) | Oregon Institute of Technology (OR) |
| George Mason University (VA) | Pittsburg State University (KS) |
| Georgia College (GA) | Purdue University at Calumet (IN) |
| Georgia Southern College (GA) | Saginaw Valley State College (MI) |
| Georgia Southwestern College (GA) | |

Participating Institutions (continued):

| | |
|--|--|
| Salem State College (MA) | University of Southern Colorado (CO) |
| Salisbury State College (MD) | University of Southern Indiana (IN) |
| San Diego State University (CA) | University of Tennessee at Chattanooga (TN) |
| Savannah State College (GA) | University of Tennessee at Martin (TN) |
| Shepherd College (WV) | University of Texas at Dallas (TX) |
| Shippensburg University (PA) | University of Texas at Tyler (TX) |
| Sonoma State University (CA) | University of Texas of the Permian Basin (TX) |
| Southeast Missouri State University (MO) | University of Toledo, The (OH) |
| Southeastern Louisiana University (LA) | University of West Florida (FL) |
| Southern Arkansas University (AR) | University of Wisconsin at Oshkosh (WI) |
| Southern Connecticut State University (CT) | University of Wisconsin--La Crosse (WI) |
| Southern Illinois University at Edwardsville (IL) | University of Wisconsin--Stevens Point (WI) |
| Southern Oregon State College (OR) | University of Wisconsin--Stout (WI) |
| Southern Technical Institute (GA) | University of Wisconsin--Superior (WI) |
| Southwest Missouri State University (MO) | Valdosta State College (GA) |
| Southwest State University (MN) | Weber State College (UT) |
| Southwest Texas State University (TX) | West Georgia College (GA) |
| St. Cloud University (MN) | West Liberty State College (WV) |
| State University College at Brockport (NY) | West Virginia College of Graduate Studies (WV) |
| State University College at Geneseo (NY) | West Virginia Institute of Technology (WV) |
| State University College at Plattsburgh (NY) | Western Carolina University (NC) |
| State University College of Arts & Sciences at Potsdam (NY) | Western Illinois University (IL) |
| State University of New York College at Cortland (NY) | Western Kentucky University (KY) |
| Westfield State College (MA) | Western Michigan University (MI) |
| State University of New York College at Fredonia (NY) | Western Montana College (MT) |
| Tennessee Technological University (TN) | Western New Mexico University (NM) |
| Texas A&I University (TX) | Western Oregon State College (OR) |
| Texas A&M University at Galveston (TX) | Western Washington University (WA) |
| Trenton State College (NJ) | Wichita State University (KS) |
| Troy State University (AL) | Winston-Salem State University (NC) |
| University of Akron, The (OH) | Youngstown State University (OH) |
| University of Alaska at Anchorage (AK) | |
| University of Baltimore (MD) | |
| University of Central Arkansas (AR) | |
| University of Colorado at Colorado Springs (CO) | |
| University of Lowell (MA) | |
| University of Maine at Presque Isle (ME) | |
| University of Maryland Baltimore County (MD) | |
| University of Nebraska at Omaha (NE) | |
| University of Nevada, Las Vegas (NV) | |
| University of North Alabama (AL) | |
| University of North Carolina at Charlotte (NC) | |
| University of North Carolina at Greensboro (NC) | |
| University of Northern Colorado (CO) | |
| University of Northern Iowa (IA) | |
| University of Science and Arts of Oklahoma (OK) | |
| University of South Alabama (AL) | |
| University of South Carolina at Aiken (SC) | |
| University of South Carolina at Spartanburg (SC) | |
| University of South Florida (FL) | |

TOTAL: 174

APPENDIX C.

CUPA Private (AASCU) Faculty Salary Studies: 1982-83 and 1985-86

Participating Institutions

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| Adelphi University (NY) | Converse College (SC) |
| Albertus Magnus College (CT) | Creighton University (NE) |
| Alfred University (NY) | D'Youville College (NY) |
| Allentown College of St. Francis de Sales (PA) | Dakota Wesleyan University (SD) |
| Alma College (MI) | Davis and Elkins College (WV) |
| Alverno College (WI) | Defiance College, The (OH) |
| American Technological University (TX) | DePaul University (IL) |
| American University, The (DC) | Dickinson College (PA) |
| Anna Maria College (MA) | Doane College (NE) |
| Aquinas College (MI) | Drake University (IA) |
| Aurora University (IL) | Drew University (NJ) |
| Averett College (VA) | Eckerd College (FL) |
| Avila College (MO) | Elmira College (NY) |
| Azusa Pacific University (CA) | Ferrum College (VA) |
| Babson College (MA) | Fontbonne College (MO) |
| Baker University (KS) | Fort Wayne Bible College (IN) |
| Barnard College (NY) | Furman University (SC) |
| Barry University (FL) | Gallaudet College (DC) |
| Bellarmino College (KY) | George Washington University, The (DC) |
| Bennett College (NC) | Georgetown College (KY) |
| Bethel College (KS) | Georgetown University (DC) |
| Bethune-Cookman College (FL) | Georgian Court College (NJ) |
| Biola University (CA) | Graceland College (IA) |
| Bishop College (TX) | Hamilton College (NY) |
| Bloomfield College (NJ) | Hamline University (MN) |
| Boston University (MA) | Hampton University (VA) |
| Bradley University (IL) | Hanover College (IN) |
| Briar Cliff College (IA) | Hartwick College (NY) |
| Bridgewater College (VA) | Hastings College (NE) |
| Bryan College (TN) | Heidelberg College (OH) |
| Bucknell University (PA) | Holy Family College (PA) |
| Carnegie-Mellon University (PA) | Hood College (MD) |
| Catholic University of Puerto Rico (PR) | Hope College (MI) |
| Cedar Crest College (PA) | Husson College (ME) |
| Cedarville College (OH) | Illinois Benedictine College (IL) |
| Central College (IA) | Immaculata College (PA) |
| Chaminade University of Honolulu (HI) | Iona College (NY) |
| Clark University (MA) | Ithaca College (NY) |
| Clarkson University (NY) | Jacksonville University (FL) |
| College Misericordia (PA) | John Carroll University (OH) |
| College of Mount St. Joseph (OH) | Kalamazoo College (MI) |
| College of Notre Dame (CA) | Kentucky Wesleyan College (KY) |
| College of Saint Rose, The (NY) | King's College (PA) |
| College of St. Scholastica (MN) | La Roche College (PA) |
| College of the Holy Cross (MA) | Lafayette College (PA) |
| Columbia College (MO) | Lakeland College (WI) |
| Concordia College (MN) | Lambuth College (TN) |

Participating Institutions (continued):

Lewis University (IL)
 Lincoln Memorial University (TN)
 Linfield College (OR)
 Loyola College (MD)
 Luther College (IA)
 Lycoming College (PA)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marygrove College (MI)
 Marymount College (NY)
 Marymount Manhattan College (NY)
 Maryville College (TN)
 Marywood College (PA)
 McKendree College (IL)
 Mercy College of Detroit (MI)
 Meredith College (NC)
 Merrimack College (MA)
 Midland Lutheran College (NE)
 Millikin University (IL)
 Minneapolis College of Art and Design (MN)
 Molloy College (NY)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mary College (WI)
 Mount Marty College (SD)
 Mount Mercy College (IA)
 Mount St. Mary's College (CA)
 Mount Vernon College (DC)
 Nazareth College at Kalamazoo (MI)
 North Park College (IL)
 Northwestern College (MN)
 Oglethorpe University (GA)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Park College (MO)
 Pepperdine University (CA)
 Phillips University (OK)
 Point Loma Nazarene College (CA)
 Presbyterian College (SC)
 Princeton Theological Seminary (NJ)
 Principia College (IL)
 Quinnipiac College (CT)
 Randolph-Macon College (VA)
 Regis College (CO)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rice University (TX)
 Rider College (NJ)
 Rockford College (IL)
 Roosevelt University (IL)

Rust College (MS)
 Sacred Heart University (CT)
 Saint Joseph College (CT)
 Saint Mary's College (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Salve Regina--The Newport College (RI)
 School of the Ozarks, The (MO)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Siena College (NY)
 Siena Heights College (MI)
 Simpson College (IA)
 St. Edward's University (TX)
 St. Mary's College of California (CA)
 St. Norbert College (WI)
 Suffolk University (MA)
 Susquehanna University (PA)
 Thomas College (ME)
 Trinity College (VT)
 Trinity University (LA)
 University of Dayton, The (OH)
 University of Detroit (MI)
 University of Laverne (CA)
 University of Miami (FL)
 University of Portland (OR)
 University of San Diego (CA)
 University of Scranton (PA)
 University of Tampa (FL)
 Ursuline College (OH)
 Villa Maria College (PA)
 Viterbo College (WI)
 Voorhees College (SC)
 Walsh College (OH)
 Washington and Jefferson College (PA)
 Waynesburg College (PA)
 Wentworth Institute of Technology (MA)
 West Virginia Wesleyan College (WV)
 Western Conservative Baptist Seminary (OR)
 Westmar College (IA)
 Whitman College (WA)
 Wilkes College (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wittenburg University (OH)

TOTAL: 193